

Chief Sustainability Officer's Clinical Fellow Scheme

Guidance for employers 2025/26

A clinician within your organisation is interested in developing their leadership skills in healthcare sustainability by applying to the [Chief Sustainability Officer's Clinical Fellow Scheme 2025/26](#). This document provides key details for employers wishing to support the applicant's leadership development ambitions.

About the Chief Sustainability Officer's Clinical Fellow Scheme

The Chief Sustainability Officer's Clinical Fellow Scheme offers exceptional clinicians with a passion for sustainability a unique opportunity to further develop their leadership skills by engaging directly with sustainability leaders throughout the NHS and affiliated healthcare organisations. Clinical fellows are placed at the centre of teams who are working on priority net zero initiatives across the system.

The scheme is open to fully qualified allied health professionals, dentists, doctors in training [including public health specialty trainees and SAS doctors], healthcare scientists, nurses, midwives and pharmacists from across England.

The scheme develops future clinical leaders who have had limited leadership opportunities and have not yet held a senior leadership role. It is designed to equip clinicians with the skills required to lead effectively, and to prepare them for leadership roles in a complex healthcare system.

The scheme is managed by the [Faculty of Medical Leadership and Management](#), the UK professional home for clinical leadership.

Benefits of the scheme for individuals and employers

Clinical fellows return from the scheme after 12 months equipped with a comprehensive set of developed skills, which are of considerable value to employers and the healthcare system. These include but are not limited to:

- The ability to design lower carbon care pathways which can improve the quality of care, increase the productivity and efficiency of services and save money for the NHS.
- Skills in developing and working with teams and supporting others in developing their own personal insight and effectiveness.
- The ability to deal with complex issues, to communicate these concisely, and to critically evaluate policies and processes.
- An understanding of climate change, it's links to health and key priorities on decarbonisation, positioning returning fellows as key allies in delivery of local Green Plans and sustainability initiatives.
- An enhanced understanding of climate change and healthcare policy and the mechanism to support implementation.
- An enhanced understanding of the complexity of emerging policy and the ability to lead positive change and cultural improvement, by identifying the contexts for change, applying knowledge and evidence, making decisions, and evaluating impact.
- The ability to explain clinical issues, and their relevance, to clinical and non-clinical colleagues in a

clear and persuasive manner.

- The ability to communicate with stakeholders at all levels and to influence positive outcomes and change.
- Access to a wide range of professional networks at system and national level, and the ability to build effective collaborative relationships.

How does the scheme work?

Candidates submit their application during the recruitment period in February and March. Shortlisted candidates will be interviewed in April, and the final appointments will be confirmed in May 2024. Successful applicants are seconded from their current NHS trust to take up a fellowship role.

Starting in September 2024, the clinical fellows will be based in host organisations for 12 months. Clinical fellows are supervised and mentored by senior organisational leaders and will participate and lead on projects that directly contribute to national healthcare system priorities. Clinical fellows are also supported by a comprehensive development programme facilitated by FMLM.

Terms and conditions of employment

- Clinical fellows will be seconded from their employers to their allocated host organisation for the duration of the fellowship.
- Clinical fellows will remain employed by their existing organisation under their existing NHSE/employer contract and terms and conditions.
- Employers will continue to pay salary and on-costs and will be reimbursed by the clinical fellow's allocated host organisation by prior arrangement.
- Salary information:
 - For doctors in training, the post attracts a salary at the NHS graded base pay scale as at 1 September 2025 at the next training grade that trainees would have progressed to, should they have remained in a training post.
 - For all other clinicians, the post attracts a salary at NHS Agenda for Change Band 8A.
- For doctors in training, successful applicants will apply for Out-Of-Programme Experience (OOPE) for 12 months to allow them to take up the fellowship. All candidates must seek support from their Training Programme Director or equivalent, HR and finance leads and line manager before applying to the scheme.
 - It is recognised that the timeline for recruitment to this scheme falls outside of the expected OOPE window. We trust that deaneries will recognise the benefits of the fellowship to trainees.

The scheme forms part of the NHSE's commitment of the [People Plan](#) and [Long-Term Workforce Plan](#) to strengthen clinical leadership capability across NHSE, and to support talented developing clinical leaders.

We hope that you will recognise the benefits of the scheme to your organisation and employee, and that you will support their interest in applying to this scheme.

Important note: FMLM requests that prior to application, candidates commence discussions with the relevant training supervisors, executive teams within substantive organisations, HR partners and finance leads. Failure to do so may result in requests for OOPE and secondment contracts being rejected, and a fellowship post being delayed or withdrawn.



For more information, please [visit the scheme webpage.](#)

For further enquiries, please contact:



clinicalfellowscheme@fmlm.ac.uk



www.fmlm.ac.uk



Faculty of Medical Leadership and Management
167-169 Great Portland Street, Fifth Floor
London
W1W 5PF



+44 (0)203 137 3643